
From: Sebring, Nancy
Sent: Tuesday, February 07, 2012 1:41 PM
To: Kreashko, Jennifer
Subject: RE: Payment

I will plan to be at the party. I don't want to miss it! I'm not sure if I'll be around on Saturday. I may be helping my sister sell irons at the home show (Nina can explain it to you!) Have a nice day. Give Tom a big hug from me.
Nancy

From: Kreashko, Jennifer
Sent: Tuesday, February 07, 2012 1:14 PM
To: Sebring, Nancy
Subject: RE: Payment

2-4 if you can come but if not Tom will understand. Maybe we can stop by on Saturday if you will be around?!

From: Sebring, Nancy
Sent: Tuesday, February 07, 2012 1:13 PM
To: Kreashko, Jennifer
Subject: RE: Payment

Planning on it. I just found out that my older sister will be at my house for the Home Show so I may not be able to stay very long. What time does the party start?
Nancy

From: Kreashko, Jennifer
Sent: Tuesday, February 07, 2012 12:35 PM
To: Sebring, Nancy
Subject: RE: Payment

Are you coming on Sunday?

From: Sebring, Nancy
Sent: Tuesday, February 07, 2012 12:34 PM
To: Kreashko, Jennifer
Subject: Payment

Hi Jenny,
I have already paid for Tom's February tuition at Cowles, so you can disregard the notice. I didn't get it done until Monday because I was gone last week, and forgot to pay it before I left. Also, I will help you out with some money this month, since you paid your rent. I'll stop by the school one of these days.

I checked with the realtor about the house. He has not heard anything from the bank regarding my offer. It said it can take up to 50 days to get a response from the bank on a short sale. In the meantime, I'm going to keep looking in case they don't accept the offer, so I will have another option to consider.

Nancy

Lantz, Patricia

From: Sebring, Nancy
Sent: Monday, February 13, 2012 12:04 PM
To: Hawkins, Senta
Subject: RE: Meeting?

Senta,

When is the next regular meeting of the Advisory Council? Of course, I have tried to keep my distance from the charter school in order to assure the Board that I am not in any way supervising Nina or influencing the Advisory Board on her behalf. Do you think it would raise concerns if I meet with the entire board? I was initially thinking that I would share the info with you, answer any questions you might have, and you could take it to the Board if you felt it was relevant. Maybe we should do both (a meeting with the two of us for the purpose of preparing a presentation to the entire board?)

Thanks,
Nancy

From: Hawkins, Senta
Sent: Monday, February 13, 2012 10:30 AM
To: Sebring, Nancy
Subject: RE: Meeting?

Hi Nancy,

Yes, I have time to discuss the charter school. However, I believe the information you would like to share with me should be addressed to the entire Advisory Council. What day and time would you like to meet?

Thanks,

Senta Hawkins
H.R. Hiring Specialist
Des Moines Public Schools
Phone: (515) 242-7812
Fax: (515) 242-7891
Senta.hawkins@dmps.k12.ia.us

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From: Sebring, Nancy
Sent: Monday, February 13, 2012 8:54 AM
To: Hawkins, Senta
Subject: Meeting?

Hi Senta,

I was thinking that it might be a good idea for us to meet to discuss the charter school. I think it would be helpful if you had some background information as to the reason we initiated the school and also if I clarified the leadership roles of

L

From: Sebring, Nancy
Sent: Wednesday, March 28, 2012 8:27 AM
To: Kreashko, Jennifer
Subject: Announcement

Hi Jenny,

I'm sure you heard through the grapevine that I have applied for the superintendent position in Omaha. I want you to know that even if I leave Des Moines, I will continue to support both you and [redacted]. If I move, I will miss you both, but I won't be far away.

Nancy

From: Sebring, Nancy
Sent: Wednesday, April 11, 2012 12:54 PM
To: Rasmusson, Nina
Subject: Re: Updates and Questions

I will come by at 3:00.

Sent from my iPad

On Apr 11, 2012, at 12:45 PM, "Rasmusson, Nina" <nina.rasmusson@dmschools.org> wrote:

I have an email in to Kittle to find out what that was for. I have a 30 minute meeting at 2:15 -- otherwise I am free.
Nina

Nina Rasmusson, Ed.D
Director
Des Moines Public Charter School
1421 Walker St., Suite B
Des Moines, IA 50316
Phone: 515-242-8455
Fax: 515-266-6937

From: Sebring, Nancy
Sent: Wednesday, April 11, 2012 12:24 PM
To: Rasmusson, Nina
Subject: Re: Updates and Questions

Nina,
I noticed the expenditure for \$31,000 in " professional services" for the foundation. I assume that is payment to kittle. Do you know anything about what those services were?

Are you free this afternoon? I am planning to come by.
Nancy
Sent from my iPad

On Apr 10, 2012, at 11:28 PM, "Rasmusson, Nina" <nina.rasmusson@dmschools.org> wrote:

Nancy -- I got this email from Kittle and thought I would pass it along since it has a copy of Ellen's contract. You will notice there are several items that she was contracted to do but have not been done -- at least to my knowledge.
Nina

Nina Rasmusson, Ed.D
Director
Des Moines Public Charter School
1421 Walker St., Suite B
Des Moines, IA 50316

Phone: 515-242-8455

Fax: 515-266-6937

From: Kittle WestonKnauer [<mailto:kittieknauer@aol.com>]

Sent: Monday, April 09, 2012 11:35 PM

To: Rasmusson, Nina

Subject: Re: Updates and Questions

Nina, thank you for the changes to the minutes. I have attached the foundation Board financials for you to note the \$34,000 you want an explanation for. I will then contact the Community Foundation to have them clarify. Where in the minutes does this need to be inserted?

I have also included Ellen's contract.

As I reviewed the minutes, I noted that you and I are to develop a budget to show the gaps that would need to be funded by the Foundation. I am available all day April 19th and 20th. Which day and what time would work for us to meet?

Kris Mesicek is not available until the week of May 14-18. Thus, the meeting with you, Senta, Kris, and I to develop a plan for the Board Retreats cannot be held until that week. I will get available dates and times from Kris and Senta.

There was a question dealing with having the used health and wellness equipment inspected by Plant and Transportation.

I also note from the minutes the discussion about marketing for Charter School recruitment. In addition to your visiting the middle schools, other suggestions were put forth. I asked you this evening if you had considered any of those suggestions?
Kittie

Kittie D. Weston-Knauer, President

KWK Enterprise, Inc.

4503 Wakonda Parkway

Des Moines, Iowa 50315-3362

PHONE: 515-243-0211

CELL: 515-360-2323

EMAIL: kittieknauer@aol.com

-----Original Message-----

From: Rasmusson, Nina <nina.rasmusson@dmschools.org>

To: kittieknauer <kittieknauer@aol.com>

Sent: Mon, Apr 9, 2012 8:50 pm

Subject: Updates and Questions

Kittie -- I read the minutes and made a few corrections. Please see the attachment.

Ellen's duties came up in the call tonight and I had requested a copy of her contract so I am more aware of her expectations. Could you send a copy of the contract to me?

Also, I requested to find out what the \$34,000+ on the foundation budget was spent on. I don't have the sheet in front of me so I can't tell you the description of the item. I think it was for services. You said you would send that information out. Could you please let me know what it was used for?

Nina

Nina Rasmusson, Ed.D

Director

Des Moines Public Charter School

1421 Walker St., Suite B

Des Moines, IA 50316

Phone: 515-242-8455

Fax: 515-266-6937

Des Moines Public Charter School Foundation

<i>Statement of Financial Position as of</i>		February 29, 2012
ASSETS		
Cash and cash equivalents	\$	207,061.10
Accounts Receivable		-
Prepaid Expenses		-
Total Assets	\$	207,061.10
LIABILITIES		
Accounts Payable	\$	-
Deferred Revenue		-
Total Liabilities	\$	-
NET ASSETS		
Unrestricted Net Assets		207,061.10
Total Net Assets	\$	207,061.10
Total Liabilities and Net Assets	\$	207,061.10

<i>Statement of Activities and Changes in Net Assets for the Eight Months Ended</i>		February 29, 2012
REVENUES AND OTHER SUPPORT		
Contributions - Individual Donors	\$	10,000.00
Contributions - Grants:		
Community Foundation		40,181.17
Prairie Meadows		50,000.00
Interest Income		23.31
Total Revenues and Other Support	\$	100,204.48
EXPENSES		
ADMINISTRATIVE:		
Accounting Services		4,000.00
Bank Charges		39.94
Postage and Shipping		13.30
Professional Services		31,742.77
TOTAL ADMINISTRATIVE EXPENSES	\$	35,796.01
GRANTS		
Consulting		2,633.28
Postage		30.67
Office Equipment		19,848.00
Professional Development		2,472.19
TOTAL GRANT EXPENSES	\$	24,984.14
Total Expenses	\$	60,780.15
Change in Net Assets	\$	39,424.33
Net Assets, beginning of year		167,636.77
Net Assets, year to date	\$	207,061.10

Unaudited - For Management Purposes

Subject: Re: Charter Concerns

Nina-

I am meeting with Dick tomorrow. We will chat-connect with Pat and follow-up.
Thanks. I will work hard to determine the most appropriate course of action.

Teree

On Fri, Apr 13, 2012 5:08 PM CDT Rasmusson, Nina wrote:

>Teree -

>I am writing as I have concerns with the way the Advisory Council has been handling my evaluation. I am concerned as I believe they are considering termination and have not followed proper procedures outlined in Iowa law.

>

>In reviewing my contract it is not clear to me who it is with - the Des Moines Charter School or the Des Moines Public School. It states the Charter School yet it was signed by the Des Moines Board President, Connie Boesen. The Charter Advisory Council was not even in existence for months after my contract was signed. I am questioning whether or not the Advisory Council has the right to consider my termination.

>

>The Advisory Council has held several closed sessions to discuss my evaluation. I am to meet with them next Wednesday. They have changed dates several times, have not reviewed my rights as to whether or not I was allowed to be at the previous meetings, and have not advised me that I am entitled to have a personal representative at the meeting.

>

>I feel that my rights have been violated thus far and I want to make sure that from this point forward that my rights are followed under Iowa law.

>

>Could you shed some light on this situation?

>

>Thank you so much.

>

>Nina

>

>Nina Rasmusson, Ed.D

>Director

>Des Moines Public Charter School

>1421 Walker St., Suite B

>Des Moines, IA 50316

>Phone: 515-242-8455

>Fax: 515-266-6937

>

From: Sebring, Nancy
Sent: Wednesday, April 18, 2012 8:57 AM
To: Rasmusson, Nina
Subject: Confidential

Nina,
Can you forward Ellen Nelson's resignation email?

Also, keep me posted on today's developments. It is important, for the long term, that you not be terminated. You should resign in advance of that, however, you should listen to your attorney's advice.
Nancy

.

From: Sebring, Nancy
Sent: Wednesday, April 18, 2012 1:43 PM
To: Rasmusson, Nina
Subject: See Attached
Attachments: TO.docx Nina Resignation.docx

What do you think?

From: Rasmusson, Nina
Sent: Wednesday, April 18, 2012 2:00 PM
To: Sebring, Nancy
Subject: RE: See Attached

Looks great! You always could write a good letter!

Nina Rasmusson, Ed.D
Director
Des Moines Public Charter School
1421 Walker St., Suite B
Des Moines, IA 50316
515-242-8455

From: Sebring, Nancy
Sent: Wednesday, April 18, 2012 1:43 PM
To: Rasmusson, Nina
Subject: See Attached

What do you think?

From: Sebring, Nancy
Sent: Thursday, April 19, 2012 11:29 AM
To: Caldwell-Johnson, Teree; Boesen, Connie; Murphy, Richard; Elsbernd, Cindy; Howard Bill; Sweeney, Pat; Jongewaard, Joe
Cc: Roeder, Phillip; Harper, Thomas; Rasmusson, Nina
Subject: RE: I BOMBED!

Teree,

No need to worry...we've all been caught off guard by representatives of the media who are somewhat deceptive in relaying the purpose for which we are contacted.

You should know that the charter school expenditures, budget, etc. have been carefully monitored since the creation of the school. Emily Truitt is the Business Services liaison to the school, and she regularly provides oversight and counsel to the staff. Our internal auditor is in the process of conducting a routine audit of the charter school for the purpose of helping them implement procedures that align to district standards and expectations. In addition, the charter school was included in the district's audit, and I have worked with Thomas throughout the year to monitor the use of charter school funds. I think it is safe to say that the charter school budget has probably been more closely watched than that of any other school in the district.

I don't believe that they will find anything of note in the records that they have requested. I suspect that someone is "feeding" them misinformation about the school, as WHO continues to persist in this line of questioning. It has caused on-going disruption and is very time consuming for the small staff at the school to have to continue to respond to frequent requests for information, etc...which of course was part of Nina's frustration.

If contacted by the media, I would let them know that there is appropriate accountability and oversight of the charter school budget, and board members are not expected to know the day-to-day budget/expenditures of this or any other school...the role of the board is to make sure that appropriate systems and processes are in place to assure the public of sufficient oversight of the use of district resources.

I would be happy to respond to questions you may have.

Nancy

From: teree caldwell-johnson [mailto:teree56@yahoo.com]
Sent: Thursday, April 19, 2012 11:17 AM
To: Boesen, Connie; Murphy, Richard; Elsbernd, Cindy; Howard, Bill; Sweeney, Pat; Jongewaard, Joe
Cc: Roeder, Phillip; Sweeney, Pat; Sebring, Nancy
Subject: I BOMBED!

All -

I pride myself in representing the district in a professional and confident manner. While I think I met the measure of professional - I think I may have missed strong and confident part of this personal standard.

Sonya Huitsusen (sp) has been fishing around about the financial records of the charter school. While at the district offices this morning working on the release for Nina's resignation Phil mentioned she was coming by and wanted to do a quick interview. I assumed it would be quick and dirty and I would say what was basically articulated in the release. While we spent a minute or so on the Nina's resignation - the balance of the interview morphed into a series of questions about the charter school finances - expenditure of funds - whether or not they were appropriate - etc. I was not prepared for that line of questioning and did my best to suggest that I was not privy to any of the documents that she had requested nor did I have the benefit of having looked at them to develop an opinion one way or the

From: Sebring, Nancy
Sent: Monday, April 23, 2012 3:34 PM
To: Murphy, Richard
Subject: FW: Charter School transition

Dick:

See the list of items that Senta is now requiring of Nina. Most of these items are on Kittie's list of responsibilities t complete. Because of my inquiries into Kittie's salary and responsibilities last Friday, this seems like outright retaliation. I believe you need to speak about this to the Council.

By the way, I received an email from Fred today. Of the \$31,000 that was recently paid out by the Foundation for "administrative services", \$25,000 went to Kittie. It appears that she has been paid \$50,000 over the two year period (by the Foundation) at the same time we've paid her \$20,000 from the district.

Nancy

From: Rasmusson, Nina
Sent: Monday, April 23, 2012 1:48 PM
To: Sebring, Nancy
Subject: FW: Charter School transition

See below!

Nina Rasmusson, Ed.D
Director
Des Moines Public Charter School
1421 Walker St., Suite B
Des Moines, IA 50316
515-242-8455

From: Senta Hawkins [<mailto:thehawkeye1988@gmail.com>]
Sent: Monday, April 23, 2012 1:35 PM
To: Rasmusson, Nina
Cc: Fred Weltz; Jeri Kemple; Nikolle Ross; Roger Brooks; Murphy, Richard; Kittie WestonKnauer
Subject: Charter School transition

Hi Nina,

In order to provide for a smooth transition from your administration to a new director, please provide the following documents (hard as well as electronic copies):

Staff Handbook

Student/Family Handbook

School Calendar

From: Rasmusson, Nina
Sent: Sunday, April 29, 2012 7:49 PM
To: Sebring, Nancy
Subject: FW: Paid Administrative Leave

FYI

From: Mikesh, Scott
Sent: Friday, April 27, 2012 4:25 PM
To: Rasmusson, Nina
Subject: FW: Paid Administrative Leave

Nina:

Please see the email below regarding Jennifer being placed on paid administrative leave status. If you have an alternate contact number for her, I would be happy to contact her via telephone to discuss the current situation.

I've made arrangements for a substitute office manager, Anisha, to report to the Charter School on Monday morning at 8:30.

Please feel free to contact my office if you have any questions. I will be in over the weekend and will check my voiccc mail and emails.

Thanks and take care,

Scott

Scott R. Mikesh

Scott R. Mikesh, J.D.
Executive Director
Human Resources Management

"If you've hired the right people, they will want to grow." ~ Jack Welch

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From: <Mikesh>, "Mikesh, Scott" <scott.mikesh@dmschools.org>
Date: Friday, April 27, 2012 4:21 PM
To: "Kreashko, Jennifer" <jennifer.kreashko@dmschools.org>
Subject: Paid Administrative Leave

Jennifer:

I attempted to contact you this afternoon at the Charter School, but was informed that you were out of the office today. I checked back through earlier correspondence with you and did not see a cell phone or alternative contact number listed.

At this point, please be aware that you have been placed on paid administrative leave from the Des Moines School District to allow the District to investigate the incidents contained in the draft version of the District's audit report for the Charter School. The purpose of placing an individual on paid leave status is to allow the District adequate time to determine whether disciplinary action, up to and including possible discharge, will be taken.

The paid administrative leave takes effect immediately. Therefore, you are directed not to report for your regularly scheduled duties on Monday April 30, 2012, and indefinitely. If you were scheduled to perform any duties tonight or this weekend, Saturday/Sunday April 28th or 29th, you are directed not to report for those duties.

In addition, you are hereby directed not to have contact with any students or staff members of the Des Moines Public Schools regarding the incident(s) in question.

Finally, you are hereby directed not to enter on to District property. If you have personal belongings that you need to retrieve from your building, please contact my office on Monday morning and I will make arrangements for our staff to retrieve those for you.

Failure to comply with these directives will lead to additional discipline, up to and including discharge from employment.

If you have any questions regarding this situation or the directives, above, please feel free to contact my office at 242-7928.

Sincerely,

Scott

Scott R. Mikesch

Scott R. Mikesch, J.D.
Executive Director
Human Resources Management

"If you've hired the right people, they will want to grow." ~ Jack Welch

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From: Sebring, Nancy
Sent: Sunday, April 29, 2012 9:20 PM
To: Mikes, Scott; Brincks, Samantha
Cc: Murphy, Richard
Subject: Jennifer kreashko

Scott,

It is my understanding that you have put the Charter School office manager on paid administrative leave. Does that mean the audit is complete? If you have put her on leave based on comments of "a human resources nature" by teachers via Samantha, then I hope you are equally as aggressive in investigating the complaints made by Jennifer regarding the hostile work environment created by teachers at the school.

I will be out of the office on Monday, but will call while I'm driving. We are meeting on Tuesday morning and after discussing the situation, I will expect a full update on the investigation into the charter school situation to include the following:

1. Has there been any attempt to determine who was responsible for the anonymous letter and television appearance that was critical of Jennifer Kreashko?
2. Has there been any follow up to the complaint lodged by Jennifer (interviews at the school, computer searches, etc?)
3. Is it acceptable practice to put an employee on leave based on complaints/statements from the very staff members that she has previously identified in a

I am quite concerned when we go to great lengths to investigate a complaint by a principal lodged because he received an anonymous letter, yet chose to ignore a very similar complaint when lodged by an office manager of a school. It appears to be inconsistent. If we have not ignored her complaint, then I will expect a report on the next steps in the investigation.

I am disappointed that you chose to take this action without notifying me. As you know there are many issues specific to the charter school that our DMPS Board is attempting to sort out. The Board President has assigned a three member committee to investigate and to make recommendations going forward. They will want to be apprised from me of any developments regarding the school. I am not attempting to interfere with your work, but I believe I have stressed to you the importance of being informed of developments regarding the charter school.

Nancy

Sent from my iPad

A large, stylized handwritten signature, possibly reading 'Nancy', is written in black ink in the bottom right corner of the page.